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Approved For Release 2001/03/30 : CIA-RDP78-03092A000300170001-7
MINUTES

CIA RETIREMENT BOARD MEETING

2:00 p.m., 28 February 1967

PRESENT: Mr. Emmett D. Echols

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Mr. Alan M. Warfield

- Chairman
- DDP Member
- DDP Member
- DDI Member
- DDS&T Member
- DDS Member
- DDS Member
- Technical Adviser
- Finance Adviser
- Recording Secretary
- Acting Executive Secretary
- Chief, FE Division

1. The minutes of the last meeting of the Board were reviewed and approved as presented.

2. The Board reviewed 14 cases of employees who had been nominated for designation as participants in the System, and 1 request from a participant for disability retirement. It took action as follows:

a. Recommended designation as a participant of the following named employee who will complete 15 years of Agency service on the date indicated:

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- 18 April 1967

b. Recommended the following named employees with 5 or more years of Agency service for designation as participants in the System:

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c. Recommended approval of the request for disability retirement received from [REDACTED], to be effective upon expiration of his accumulated sick leave.

3. The Chairman presented to the Board the case of Miss [REDACTED], a Clandestine Services Careerist, who was being nominated for participation in the System and for voluntary retirement under the System, based partially upon domestic qualifying service. After an oral presentation by Mr. [REDACTED], Chief, Far East Division, and considerable discussion, it was agreed that this case should

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be tabled for further study. The Chairman stated that he would try to develop a series of factors that ought to be looked at in each such case which might lead to a proper or discriminating decision as against other cases, and he suggested that perhaps individually the members of the Board might also develop such guidelines.

4. The Chairman informed the Board that the Director had approved the new Agency policy on retirement Age. He stated that the uniform retirement age for all CIA employees will be age 60 for those employees with at least 20 years of federal service, regardless of grade and regardless of retirement system. He further stated that there would be a two year period of grace permitted, for those employees under Civil Service, during the phasing in period of this new policy.

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5. The Chairman presented to the Board the case of Miss [REDACTED] a Clandestine Services Careerist, who has requested that she be removed from the System. Prior to being put into the System [REDACTED] exercised her 15 year right of election and chose to remain in the CIA System. However, she now states that at the time she signed the election for the CIA System she was under the impression that her mandatory retirement date under the CIA System was in January 1970 as she had been previously advised that this was the mandatory retirement date under the Civil Service. After discussion of this case, including the applicability of the new Agency retirement policy to the case, Mr. [REDACTED] withdrew the case for reconsideration by the Clandestine Services Career Service Board to determine if they would recommend to the Director an extension under the CIA System.

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6. The Chairman informed the Board that the proposal to abolish the Agency Retirement Board and transfer its functions to the CIA Retirement Board had been approved. Appropriate regulatory changes are being developed.

7. The Chairman presented to the Board the case of Mr. [REDACTED] who has requested an extension of his mandatory retirement date under the Civil Service Retirement System on compassionate grounds. Mr. [REDACTED] parent office and his Career Service have agreed that they can utilize his services for a period not to exceed six months beyond his currently scheduled retirement date of 31 March 1967. The Board approved an extension of Mr. [REDACTED] mandatory retirement for a period of six months, until 30 September 1967. The Board further stipulated that Mr. [REDACTED] was to be informed that he was to report to the Secretary of the Board what steps he has taken on his own to try to obtain employment on the outside.

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8. The meeting adjourned at 3:45 p.m.

[REDACTED]
Acting Executive Secretary

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. . . . The 55th meeting of the CIA RETIREMENT BOARD
convened at 2:00 p.m. on Tuesday, 28 February 1967, with the following
present:

25X1A9a Mr. Emmett D. Echols, Chairman
[REDACTED] DDP Member
[REDACTED] l, DDP Member
[REDACTED] I Member
[REDACTED] S&T Member
Mr. Alan M. Warfield, DDS Member
25X1A9a [REDACTED] DS Member
[REDACTED] chnical Adviser
[REDACTED] nance Adviser
[REDACTED] Acting Executive Secretary
[REDACTED] Recording Secretary
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MR. ECHOLS: I think we had better get started. I've
invited [REDACTED] to come in at 2:15 on a scheduled case, so if we can
knock off the Minutes in the next 10 minutes--

25X1A9a [REDACTED] Move their approval.

MR. ECHOLS: Any additions or corrections to the Minutes?
(No response.) If not, we will accept them as submitted.

MR. ECHOLS: Maybe we can knock off some of these
cases on the agenda--

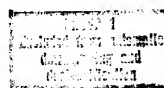
25X1A9a [REDACTED] Move we accept them all (referring
only to cases under A., B., and C. of the agenda).

25X1A9a [REDACTED] Support it.

MR. ECHOLS: Has everyone had a chance to examine
these cases? Does anyone desire any discussion--

25X1A9a [REDACTED] I'd kind of like to know what constitutes
physical disability in some of these cases now -- like in this last case
[REDACTED] -- but not the particulars and all of that--

25X1A9a MR. ECHOLS: Is it all right to go now to Item C, which
is a disability retirement case, and I have here a memo from the Director
of Medical Services to the Director of Personnel. (Mr. Echols then
read this memo to the Board.)



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This is, of course, privileged information to the Board in conjunction with its duties.

25X1A9a [REDACTED] If you've got their recommendation, I don't think the Board needs, really, to hear the details.

MR. WARFIELD: Yes, and I would prefer not to, Gerry.

25X1A9a MR. ECHOLS: I think we should not -- I really do.

[REDACTED] Once it's turned over to the Medics and the Medics say yes, there isn't much we can do about it.

MR. ECHOLS: It really shouldn't concern us -- it's a medical judgment--

25X1A9a [REDACTED] In this case I couldn't agree with them more -- he is not useful.

MR. ECHOLS: Any questions, Paul?

25X1A9a [REDACTED] No, but I'll raise it the next time we have one, though. I don't mean the specifics -- just what general rules - what constitutes disability -- whether it's permanent--

MR. ECHOLS: That is what I thought you wanted to know.

25X1A9a [REDACTED] I don't mean all the gory details.

MR. ECHOLS: I think we only learn this over a period of months and years by being exposed to the many individual judgments made by the Board -- but I wonder if we really want to get into that.

MR. WARFIELD: No. You won't get any easy answer to it, either, because each case is evaluated in light of what is required of the individual --

25X1A9a [REDACTED] In a particular job -- but strictly against that job, not whether he would be useful in another job -- that is the kind of thing I think about. Is it a case where the man couldn't qualify for the job he is in? Now is that what they judge it against? Or have you got cases where they try to find other jobs they might qualify for before they go through this procedure.

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MR. ECHOLS: Well, I think as an Agency, if a person has a disability which is perhaps crippling but not necessarily a disqualifying disability, that our first obligation is to try to find him a job that he can do. In fact, we have done this in many, many cases in the Agency.

25X1A9a [REDACTED] You know, Emmett, this is very pertinent right now. I just left my office where I was talking to one of our men who is getting a disability retirement -- and he's a very good friend of mine -- and I've just sort of said to him, "Jack, if we can accommodate you on some sort of less demanding job" - you know, we're willing to do it certainly until he's 50 -- he put in for disability -- this is heart - which becomes very difficult to pin down, and yet the Medics seem to have no trouble in saying he was entitled to a disability retirement--

MR. ECHOLS: I think heart is the most difficult one of all -- because many doctors think the best thing you can do is keep active, keep working, and that the worst thing you can do is retire. I don't know what the individual's rights are, though, not to work with a heart condition.

25X1A9a [REDACTED] The thing is, I think, if he did not apply for disability retirement, he could go on working but he would just be gambling -- so he initiated the request and the Medics bought it.

MR. ECHOLS: The law contemplates that individuals may request disability retirement, and then it's a medical finding after that.

25X1A9a [REDACTED] Getting back to the case at hand, did I understand this is a permanent condition, not subject to an annual review in any way--

MR. ECHOLS: Not subject to annual review.

25X1A9a [REDACTED] I'm thinking of the annuity -- if this would ever result in a reemployable situation, considering this man's age--

MR. ECHOLS: Conceivably it might -- but apparently their prognosis, based on history, is that it is permanent and there need be no subsequent review.

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[REDACTED] So we will have this man on our annuity rolls from now on.

MR. ECHOLS: He is considered totally disabled by reason of his disorder and since there has been no appreciable improvement in the past five years the Board found that that disability is permanent.

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[REDACTED] I'd find it a lot more handy if we could get some of this and not know who the man was -- to me it means nothing knowing what his name is and who he works for -- but otherwise, if they certify to you, I don't know what the Board--

MR. ECHOLS: We could, at the end of a year's time, for example, summarize the various medical disability cases we have had, without reference to names--

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[REDACTED] The name means nothing, really.

MR. ECHOLS: I assume there's no objection to this man retiring.

I think I may have told you that it was desired to have but one Agency retirement board and have it consider all appropriate problems relative to retirement. These might include, specifically, and at the moment do include, compassionate cases under the Civil Service Retirement System. As you know, there appears to be no specific legal mention of compassionate extensions under the CIA system -- when age 60 comes along there is only provision for extension on the part of the Director based upon the "public interest." I do not know whether or not "the public interest" in the sense of the statutory background would embrace compassionate extensions. I'm going to ask the Office of the General Counsel for their opinion on this. I personally would speculate that "public interest" could include extensions for reasons of compassion, so as not to throw somebody out on the street, for example, to be a welfare case or something like that. But I don't know -- and I would like to get a formal opinion from OGC in this respect. If they say yes,

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it could embrace that, then this Board or some subcommittee of this Board -- and I'll discuss that later -- would, presumably, handle all requests for compassionate extensions.

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[REDACTED] In this case for extension here this man is 62. Have we ever had an acceptance of your paper that the Civil Service retirement age be reduced to 60, in keeping with--

MR. ECHOLS: Yes, that is on the agenda today.

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. . . . [REDACTED] Far East

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Division, joined the meeting at this point

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MR. ECHOLS: Well, we now have [REDACTED] here, and

I'd like to take up immediately the case of [REDACTED]

[REDACTED] does not qualify for

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the CIA System by reason of 60 months of overseas service, but Mr.

[REDACTED] and I believe the DD/P and the Clandestine Services Career Service, believe there is a case for her designation as a participant in the System, and, concurrent with that or shortly thereafter, her retirement.

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I believe you all have the papers on Miss [REDACTED]

MR. WARFIELD: They're deficient in one respect -- how old is she?

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[REDACTED] She will be 55 in September.

MR. ECHOLS: Age 55.

So, with that, Bill, I'll invite you -- I know you have another appointment--

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[REDACTED] I would just like to emphasize that I

believe the purpose behind the early retirement system is to compensate people who devote their energies to the somewhat special work of CIA and particularly the clandestine work, that Miss [REDACTED] has worked very long and arduously in this particular vineyard, that she has risen

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through the ranks to very senior positions, and over the years - and over quite a few years - has held quite responsible and demanding functions. She is getting on in years a bit, and she would like to retire, if possible. She has not the 60 months -- she has only approximately 28 months overseas service. In part this is due to the fact that her particular talents have been exploited here -- and she at present is the planning and programming officer for FE Division. Previously, for a number of years she served as our covert action officer in FE Division, in which she had both operational assignments, operational direction, operational staff work, operational coordination, and also at that time the CA job comprised the programming and planning function as well -- so that her programming for the Division as a whole, not just the covert action side of it, has gone over many years.

She is certainly, I think, the single person in FE who has the broadest experience in terms of our operations over the past 15 or so years. She has carried a heavy load during that time. Her work has been particularly aimed at clandestine activities in the covert action business and programming our intelligence and covert action effort. She certainly is not able to exploit the work she has done to get herself alternate employment, and thereby she fits the letter of the law in that regard. She is not physically failing -- in that sense I can't say that this is a hardship situation -- but I do think it falls quite accurately within the area that the law was designed to approach.

25X1A9a I'd be glad to answer any questions on her, if I can.

25X1A9a [REDACTED] Is she definitely going to retire?

[REDACTED] Well, she would like to retire, but she probably can't if she can't get this retirement.

25X1A9a [REDACTED] I mean if she were retired from the Agency would she try to teach or something?

25X1A9a [REDACTED] Frankly, we haven't talked about it. She is 55, though, and I think she is thinking in terms of just unwinding.

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25X1A9a [REDACTED] I'd like to add a little bit to that, because I think there are factors here that aren't just in the compensatory area. She came to see me some months ago and discussed this question, and it has a great deal to do with her own constitutional make-up. She is the type of person -- she says this, and we certainly recognize it -- she's the type of person who throws herself completely into whatever she is doing, and at this stage of her life she finds that she isn't leading much of a whole life, because she is trying to work as hard as she ever did, and, even though in good health, her reserves just don't leave her with much left over for living her private life. So it's one of these cases where a person has really pretty much worked themselves out for the Clandestine Services.

25X1A9a [REDACTED] I might add, she works Saturdays on quite a frequent basis, and she, obviously, works hours much in excess of the normal. I think particularly she has been under considerable pressure over the past couple of years as we have adjusted these rather enormous financial and budgetary and personnel programs to the war areas, at the same time as the overall enthusiasm for more formal systems programming have come about through the Agency -- she has taken the greater (heat) of that from the Divisions, which has come under the Division Chiefs, and turned it into something that we in the Division can handle -- and I think has done exceedingly well, but I think it has been a very demanding period.

I did forget one other thing. She did have this one

25X1A6a tour abroad -- it was quite successful -- she did a very good job in [REDACTED] in the covert action business there -- she received a medal from the

25X1A6a [REDACTED] for her services, and was quite effective. I think we would be apt to send her abroad at other times, except that, quite frankly, we wouldn't want to be without her in FE Division. She just has too much accumulated knowledge, of course, to let her wander off. So there is some tendency on our part, I think, to keep her here rather than send her abroad. This certainly came up a year or so ago when I was reviewing--

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[REDACTED] That is a point I find a little hard to reconcile -- you can spare her to retire her but you can't spare her to send her to the field.

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[REDACTED] The question is her rights, and that is her choice.

[REDACTED] You have no less demanding assignment for a person of her qualifications?

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[REDACTED] Well, I suppose we could find other assignments - you know, that would be feasible, but if she is around-- I'm pretty greedy - I would rather exploit them on the things they can do best.

MR. ECHOLS: Bill, is she in any way surplus to today's requirements? I am wondering whether her skills and abilities have been perhaps overtaken by new techniques in budgeting and programming.

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[REDACTED] As I say, she has borne a considerable pressure over the past year or so in this budgeting process. But she is bearing up to it, keeping up to it. I think it has taken more than a bit of her reserves of energy to do -- I think sometimes she gets a little short tempered--

MR. ECHOLS: Is she known personally to the Director?

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[REDACTED] Yes, I'm sure of it.

MR. ECHOLS: And her work? In other words, the Director himself might be in a strong position to make a judgment, whereas he might not in other cases--

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MR. [REDACTED]

MR. [REDACTED] have found

her to be the most knowledgeable of any of the planning officers we deal with in the Clandestine Services, and probably the most competent planning officer we have been able to reach.

MR. ECHOLS: She does not have 30 years' service,

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incidentally -- she has 25 years' service -- so, to all practical purposes,
if she did not get out this way she would have to remain another five years.

25X1A9a [REDACTED] And then at a reduced annuity -- three and
three quarters percent less.

25X1A9a [REDACTED] So, I'm not trying to get rid of her, I assure
you. My position here is that if she has a reasonable chance at this
particular arrangement she has asked for, I feel sort of obliged to try to
help her get it.

MR. ECHOLS: Okay. Are there any other questions you
25X1A9a want to ask Mr. [REDACTED]

25X1A9a [REDACTED] Not so much for Bill. We don't want to
tie him up--

MR. ECHOLS: Thank you very much, Bill.

25X1A9a [REDACTED] Thank you.

25X1A9a [REDACTED] withdrew from the meeting at this
point

MR. ECHOLS: In one sense, if you look at the broad
picture, the Agency is trying to whittle away on its age hump, and so
on. She is one of the many that constitute that hump. Rather than
pushing somebody out the door, here is somebody who is willing to go and
desirous of going. So from that point of view you might applaud this.
Then there is the real question as to whether she does qualify under this
Retirement System.

25X1A9a [REDACTED] Well, doesn't she fall in the same category
as the five nameless people that sort of went through the Director -- other
than in degree? maybe not quite as much overseas service.

25X1A9a [REDACTED] Yes, I think so.

MR. ECHOLS: With respect to the individual I would say

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quite comparable -- she has specialized during her career in clandestine operations. Perhaps missing or questionable in this case is wherein is the interest of the Agency in having this person retire? - beyond the broad whittling away at the age hump, that I spoke of.

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[REDACTED] In that area anybody that is an expert in the Far East is much in demand today -- and the PPB scheme is the wave of the future, and she is now being qualified in that. So, on two counts -- except that she is dealing with clandestine matters -- the techniques that she uses and the knowledge she has acquired about the Far East are both saleable commodities. I think to the extent that she is a case like the others, that she varies too much -- the degree is too different -- less than 30 months -- less than half the minimum requirements -- I find it very hard to stretch it this far. We've got 200 people in this Agency that would fit these qualifications -- some not in the DD/P. I figure if we're going to extend these requirements that far then I think we ought to look at the whole Agency and see if there aren't people elsewhere that would qualify under these guides.

MR. ECHOLS: Well, I think there are, as you say, many people in the Agency whose area of vocational specialization deals either principally or exclusively with let's say the direct support of clandestine operations. I can think of one - for example, the Chief of our Contract Personnel Division, very much of an area of specialization -- most of his work has been dealing with staff agents, contractual agents, covert contracts with respect to covert operations, and so on. So here is an individual whose life work, you might say, is related directly and almost exclusively to clandestine operations. Would this be a comparable case to the [REDACTED] case? And maybe many, many others.

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[REDACTED]: Frankly, I wouldn't even balk if it was 200 cases -- although I question there would be 200 cases like [REDACTED] I don't know -- I don't find this hard to live with at all -- I mean, I go back

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to our original talk on this subject where we said we're not going to bring these people into the System, but at such time as they are ready to retire we will look back and say - yes, their work was so oriented toward clandestine operations that we could wave the wand and say it's qualifying. And Gerry's words, as a matter of fact, I think were used in the discussion of the legislation -- people who have burned themselves out in this demanding work. I can't believe there are going to be so many of them, and I don't find it hard to--

MR. ECHOLS: I think most people will prefer working--

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Well, most people who have operated at

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level have had the overseas duty. The fact she is a woman, I think has had some affect on this -- or, as you say (indicating Mr. Echols), they would want to keep on working. So I don't think we are talking about an awful lot in numbers. I think now we're only at the question of degree -- 40 months? 38 months? 27 months? or we may get somebody who has never been overseas. I think we have to take them case by case.

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They are going to feel the loss of this

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girl tremendously. I'm repeating myself here, but in this whole field

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But on that Dez FitzGerald has already signed off -- he is ready to let her go.

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: This girl has a tremendous knowledge-- Just on that score, she came to me last fall, and I said, "Well, when do you want to retire?" She said, "I want to retire on the 1st of January, 1967, but Bill has asked me to stay on until September, and, by God, I'm going to stay on!" So I think you've got a case here of a person who, I think, staying on and working as she has to do, you are asking her to assume what I think is an intolerable burden

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for five years. And I think it is true that that is one of the very purposes for which this law was passed, that if people do reach the point of exhaustion in a field that is quite esoteric, they should be allowed to go in peace, if they want to go.

25X1A9a [REDACTED] Would you bring her back as a specialist consultant or part-time--

25X1A9a [REDACTED] There has been no discussion of that whatsoever. I can't answer that question.

MR. ECHOLS: May I ask this. If we saw fit to recommend approval in this case what are the factors upon which one could differentiate between this case and let's say those thousand other people in the Clandestine Services whose work is exclusively concerned with clandestine intelligence, ranging from the lifelong secretary to any range of professionalism that you want to go into. How would you differentiate? What are the principles for sorting the sheep from the wolves?

MR. WARFIELD: I think you enunciated them earlier when you said this is an individual who feels burned out, and wants to leave, and wants to retire. That is the thing that separates them.

25X1A9a [REDACTED] But would you apply that to the secretary?

MR. WARFIELD: Maybe.

25X1A9a [REDACTED] You might.

MR. WARFIELD: If you had a 55 year old secretary who said, "I'm really all washed up--

MR. ECHOLS: "I can do my job, and do it well, but at the end of the day I'm dead."

MR. WARFIELD: It might be a DD/I secretary who says, "It's all that crazy intelligence the Clandestine Service is producing that has led me into this--

25X1A9a [REDACTED] I think that is pertinent. A person working in PPB work - you can burn yourself out whether it's in the DD/P or not --

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the nature of the work is what causes it -- it just happens to be oriented in a particular direction -- and I kind of hate to see a double standard applied here unless we were prepared to be ready to admit that there will be others in other directorates who would qualify for this type of retirement.

MR. ECHOLS: . . . (inaudible) . . . standard is that pertaining to the transferability of the skills and qualifications developed over the years, which are reflected in the person's career advancement. A secretary, for example, even though she has spent 25 years in the Clandestine Services has basically the skills to go out and do secretarial work--

25X1A9a [REDACTED] Take a man working in the (COMOR) field exclusively -- security-wise it's tighter than what we are talking about in this case.

MR. ECHOLS: Just for the fun of it, what is the consensus on this case -- if there is any?-- pro or con? Do you think she might well be eligible?

MR. WARFIELD: I favor recommending her as being eligible. And I also feel that this is a pretty good precedent -- we ought to take a liberal attitude -- and I don't think it ought to be simply because she was working on programs for the Clandestine Services -- I can easily see how it could apply to somebody else not in the Clandestine Services -- a Personnel Officer in the Clandestine Services, for example.

25X1A9a [REDACTED] The skills and knowledge are unique to the clandestine activities of the Agency -- that is the way the law was written, I believe.

MR. ECHOLS: How does our regulation read? This is 11(b) and (c), I guess--

25X1A9a [REDACTED] 11(c), for example.

MR. ECHOLS: We might take (a), (b), and (c). "(a) under

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conditions of employment which include a demonstrable hazard to life or health in the conduct or support of covert action operations" --

conceivably one of these persons might say here their health had been run down by reason of the exacting requirements of their work --

"(b) under conditions of employment requiring the continuing practice of most stringent security and covert tradecraft procedures to maintain personal cover in the conduct or support" -- this might apply, too, in some cases -- it doesn't here. "(c) on a continuing basis which would place the individual at a distinct disadvantage in obtaining other employment either because (1) the skills and knowledge are unique to the clandestine activities of the Agency and are not in demand elsewhere" -- that might take care of the stenographer -- "or (2) the duties are so highly classified that his experience cannot be described in sufficient detail to demonstrate his qualifications adequately to a prospective employer" -- that may well apply to her rather senior duties. So, that is what our regulation says -- and we don't have good precedent or standards--

25X1A9a [REDACTED] A few meetings back I was sitting over there (indicating the other side of the conference table) and trying to say just this - you know, let's make it black and white - what are the rules? --

25X1A9a and [REDACTED] rather impressed me by saying: Don't do that -- keep it loose -- keep it open -- and consider each case as it comes up. And I think time has proven to us that this is probably the best way of doing it.

25X1A9a And I personally do not have any problem with [REDACTED] under these rules. I might have with a secretary -- I don't know. Maybe if it was a

25X1A9a [REDACTED] -- really, I'm dealing in names -- I might say, "Boy! her pressures have been great." The next one, maybe not. But I'm certainly willing to have the Board take them on a case-by-case basis and seeing whether they meet that definition -- and if it includes someone in the DD/I who is in COMOR, as you (indicating Mr. [REDACTED]) say we might 25X1A9a vote yea.

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MR. ECHOLS: I think it's to the Agency's advantage to broaden the practical scope of our legislation to the maximum degree that is justifiable. We then would have the most flexible system that we can have.

25X1A9a [REDACTED] Do I understand that if she were not applying now for retirement but had come before this Board and said, "you made a mistake by excluding me from being a participant in the System", that we would have applied some of the decisions that we have made in the past trying to equate domestic duty with foreign service cases, and said, "No -- sorry -- you can't get into the System" ?

MR. ECHOLS: Right.

25X1A9a [REDACTED] Then what you are really saying here is that you apply a different standard any time a man submits his request for retirement.

25X1A9a [REDACTED] No, it's not a different standard--

MR. WARFIELD: We are not taking under consideration anybody who has not got a retirement problem immediately facing--

25X1A9a [REDACTED] Now, come on -- to me you're applying an entirely different standard -- because the facts won't permit the individual to be a participant, yet the same facts entitle her to retire because she submitted her request for retirement.

MR. ECHOLS: If you recall our Notice on this, it was to this effect - "when other employment is imminent" -- in other words, it's not a problem until she intends to leave the Agency - then it becomes a problem.

25X1A9a [REDACTED] Mike, I think the difference is that if she were to remain on board, whether in the System or not she has a chance to qualify under our normal rules. Just like the case of the guy in ONE - we say: Okay -- we can't let you in now, but this doesn't bar you from consideration later, when you have qualified.

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25X1A9a [REDACTED] : Right -- but you still are not permitting this girl to become a participant in the system--

25X1A9a [REDACTED] What (we are using the System for), as I see it, is to try (to take into account) some of the objectives of the Agency in permitting people to retire sooner than they would otherwise.

25X1A9a [REDACTED] To bring them within ll(c) -- isn't that right? And we were told that ll(c) was the place where the Director was being given a convenient tool to get rid of people--

25X1A9a [REDACTED] That's the other thing that bothers me about this case -- nobody is trying to get rid of this gal -- they want to hold onto her -- but she wants to leave, so we are asked to accommodate her. If the supervisor says, "She has burned herself out and we can't use her", that is quite different from saying, "I don't want her to leave, but she wants to go."

MR. WARFIELD: We are not saying about [REDACTED] 25X1A9a her service is not qualifying. This is not a case of her retirement, just application for participation. We're not even looking at that. We are saying we are not going to take cognizance of this case until the situation requires it by a forthcoming retirement.

25X1A9a [REDACTED] But when she comes here -- if she were to take issue with the fact that she was turned down by the CS Career Service Board because she didn't have 60 months-- Here is a girl with over 15 years with the Agency -- now, she has 27 or 28 months -- and she says, "I want to be a participant." We say, "Sorry, you can't be." "Why?" "Because you don't have 60 months' qualifying duty, which you need with 15 years." She says, "I want to prove to you that I do have it -- I have done all these other things." Now, we are recognizing these other things when she submits to us her request for retirement but we refuse to recognize that that could be qualifying duty beforehand.

MR. WARFIELD: Because she still has her career in front

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of her during which she could get the normal qualifying service.

25X1A9a

[REDACTED] But we're not basing it on the fact she could possibly get two more years in five more. In this case she is doing it on her record. She says: Look at my record -- I have been in the Clandestine Services -- I have supported them -- I have been overseas for two years -- I have the most sensitive stuff at my fingertips -- I used to be the operations officer for CA -- I think that I am qualified to be a participant in this System. And we have thrown some of those cases out the window.

MR. ECHOLS: No, this is fine, Mike. I think in any case such as this we are recognizing that his or her service is indeed qualifying service -- has been all along -- but under our rules we are only recognizing that it is now qualifying in anticipation of separation, and the validation, if you will, of these facts of difficulty in translating this service to another employer, it is only in anticipation of this fact that it becomes recognizable as qualifying service.

25X1A9a

[REDACTED] I'll buy that part -- but the only reason we have allowed ourselves to look at that is because she submitted her request for separation, for retirement. Now in the other case she is not doing that, and she is confronting--

25X1A9a

[REDACTED] She is not doing that. She didn't--
[REDACTED]: That is beside the point, Gerry -- she didn't--

25X1A9a

[REDACTED]: I agree with you completely, Mike -- I think you have stated it accurately -- there is a double standard -- but I think it was a wise decision, for a couple of reasons. First of all, just the sheer weight of the Board's work. It's a heck of a job to go through some 500-odd people who might submit, in varying degrees, reasons why they should be qualified under 11(c), with some very difficult decisions to make. We said we don't^{even} want to consider that. As Alan said -- "Maybe time will take care of it -- you will be fully qualified." We also bring ourselves

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to the day of decision right now -- how does 11(c) fit right now? Some of these people may subsequently go on into other work, and the nature of their work is such that they can go somewhere else -- and we may vote "no". Where you are particularly right is if something happened to Kay today -- if Kay died today she would not be covered -- and in that sense you could say, "Well, there is something wrong if she's covered to be retired--" I know what you're saying (indicating Mr. [REDACTED]) but I 25X1A9a think the Board was right in deferring considerations under 11(c) until it's a current decision to make.

25X1A9a [REDACTED] I'm not fighting that. I'm just saying that if a person came to one of us today, just in our capacity as a member of this Board, asking for guidance -- and came to us with a case like this -- we would have to say, "Well, sorry, the only time we could sit down and consider whether or not this is qualifying duty is if you actually submit a request for retirement." You see? Yet, if the person were involved with explosives -- and it seems to me this Board has already decided that case -- that we would then consider this man, and say, "Yes, by golly, that is domestic duty and we will give you qualifying service for that."

25X1A9a [REDACTED] I think the motivation in those five cases that we had, management said: It's to our interest that these people go now. They have not said that about this case.

25X1A9a [REDACTED] That is right -- and this is the point.
MR. ECHOLS: Here is the decision the Director will be faced with. He has to in good conscience say to himself: This is in the best interest of the Agency. Now why would he say that? I can think of only one reason why he would decide this is in the best interest of the Agency and that is out of a sense of - I won't use the word "compassion", necessarily, but it sort of fits - in recognition of what this woman has put into her job and the impact it has had upon her, and that she is quite burned out. On that basis he might say this is in the best interest of the Agency. I can think of no other basis--

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MR. WARFIELD: You don't want to drive people right to the wall. And apparently she is unable to pace herself, and if he kept her on she would be driven to the wall -- justified on those grounds.

25X1A9a [REDACTED] Well, I can tell you that she is awfully hard to get to see today because she is just loaded with work -- I can tell you that -- and she is the one we go to, to get all the information we want.

25X1A9a [REDACTED] There are a lot of people like that in the Agency, but if that doesn't work out you try to relocate them, you don't come up with a special case and say, "Oh well, they have to get into the System."

MR. ECHOLS: I think it's perfectly logical that the Board might, in this pioneer case, be unable to reach a consensus, and in which case--

[REDACTED] What do you mean by a consensus?

25X1A9a [REDACTED] A consensus without unanimity.

MR. ECHOLS: We will certainly not reach a unanimity of consensus -- and in which case it will go forward and could go forward expressing the doubts of the Board, and the arguments pro and the arguments con, and force the Director to make the ultimate decision without a unanimity of Board opinion.

What is our general consensus here?

25X1A9a [REDACTED] I made my piece for this case, of course, when I took it to the Career Service Board, and it came forward--

MR. ECHOLS: So you are in favor of it.

Harry? You seemed to be in favor of it.

MR. WARFIELD: I'm in favor of it.

25X1A9a [REDACTED] On the basis of the record, if (the Panel) came forward and said this woman is burned out and it is to the interest of the Agency that she be retired -- I'd prefer that, rather than accommodating her even though it's going to be rough on the Agency when she goes because she's going to be missed -- this is accommodating

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the individual well beyond the intent of the legislation -- this is supposed to be for the benefit of the Agency, not the individual -- and to compensate an individual when people are going to be discriminated against under (the Civil Service System) if they want to leave early -- I don't see that in this case.

MR. WARFIELD: The name of the game is early retirement, though.

MR. ECHOLS: Mike, what is your--

25X1A9a [REDACTED] You know, I would have no trouble with this if we could just make these cases black and white and we say every one of these cases where the person submits his request to retire we will sit down and take a look at the case. I just don't know where you are going to draw the line. Maybe the next case is going to be three months of what we have recognized as qualifying duty up to this point. Just where do you draw the line? That is why I argued the last time that I'd like to see those cases that come under 11(c) by-pass this Board and go to the Director, if he wants to use that as a tool for keeping a younger service, and that they not be brought here to this Board.

MR. ECHOLS: Well, specifically, the Director does want the opinions of the Board, and has so stated.

Well, that adds up to three against two.

MR. WARFIELD: Who is against it?

MR. ECHOLS: Mike and Paul.

25X1A9a [REDACTED] I'm against it only because I don't understand it -- I don't understand where we are going with this type of case.

MR. WARFIELD: I think we are headed for liberality -- which I don't think is a bad thing.

MR. ECHOLS: I'd hate (to see us headed toward) an unmanageable situation where we can't differentiate between one case and another--

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25X1A9a [REDACTED] I think we ought to sit down -- and forget this case for a moment -- and try to draw guidelines. I know the idea is let's just forget that and take them on an ad hoc basis, but I'd like to be able to sit down in my office and look at this case and say, "Yes, I can pigeonhole this one into this slot here, and this one into this other slot here." But I looked at this and said to myself over the weekend, "What the hell are we going to do with this case? where are we going to draw the line?" The next case could be three months' overseas duty, and the person all worn out. I just don't understand it -- I don't know how to apply these--

25X1A9a [REDACTED] Mike, I'm very sympathetic with what you are saying. For example, it's easy for me to rationalize that Kay meets these requirements, but it becomes very difficult when somebody down the line in my shop or somebody else's shop hears that Kay has been retired under the CIA Retirement System, and they sort of ask you to explain - "How does that relate to my case?" This is difficult, because it isn't hard and fast, and your only answer can be that the Board considers each case on its merits. I don't know how else you do it. It isn't completely satisfactory.

25X1A9a [REDACTED] But when someone comes to me whose
25X1C experience has been as a [REDACTED] or he has handled explosives, I can tell them, "Look, I think you've got a fair case, you ought to take it to the Board and see if they will give you credit for this domestic duty as qualifying duty" -- because we have acted on those cases, and I know where we stand. But on this one I find it very difficult. And I believe

25X1A9a I may be even better aware of how Miss [REDACTED] is worn out than her own Division Chief -- we see her -- she has worked like a demon -- she is the only one that everybody runs to on planning and on programming and on budgeting. I think she is the most valuable person they've got in that office, from that point of view. But nobody can tell me that if she

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went out and applied for a job on the outside and they asked her, "What kind of experience have you had?" and she said planning, programming, and budgeting, that they're going to want to go down into the minute details of that programming and planning and budgeting -- I think they would take her on the basis that she has been a planner and programmer--

25X1A

25X1A9a

[REDACTED].
[REDACTED]: I don't think they are going to worry about whether she was involved in covert action or the ordinary collection of intelligence. And I'm not objecting to seeing this girl retire. I'd like to see us come to grips with something we can sink our teeth into and know how we can guide people when they come to our office.

25X1A9a

[REDACTED] Where does the initiative lie to separate the individual, whether it's the individual who wants to leave or whether it's management who feels that it would be in the best interest of the Agency that the individual does leave -- and if it's the latter, then I can see this Act as a whole supporting this and I don't need a section this and that. I'd say that is why we have the Act. I don't see that in this case. In fact, we're recommending her for an Award -- it looks like she's the type of person we would go out and hire tomorrow.

MR. ECHOLS: I think this Board would be remiss in sending a precedent case to the Director for his decision without at least giving him a list of the factors, the guidelines, the conditions or facts of the individual's service which are leading us to one recommendation or another. I think the Board could develop a series of factors, one of which would be: Where is the principal motivation for the action coming from - the individual or the Agency? Obviously, if it's to the Agency's clear-cut interest that a person leave, this would be a very significant factor -- but it isn't necessarily the only one, Paul, I don't think. And I think probably the Board could develop a series of factors which should be applied to each and every case that might come

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up, which individually or severally might lead a case one way or another. Shouldn't that be our first step? Fortunately, time is not urgent in this case for the moment, and we do have plenty of time to develop something.

25X1A9a [REDACTED] On this business of calling this early retirement, that's why they said 50 with 60 months -- it wasn't just because a guy wanted to retire early -- because our present Director sat right there and talked to the Committee -- and you (indicating Mr. Echols) were present -- and said: This does not include all the people who are in this intelligence business -- those people who are sitting in Washington are not intended to be included. So you can't sell me on the idea -- knowing those facts -- that just because the person is worn out that is justification -- or that you can bring in a secretary who has been overseas, because she's worn out.

MR. WARFIELD: You're right, Mike, that is probably a good example. But you take a senior officer, and this is part of the business of keeping your Agency young, is to have senior officers going out early.

25X1A9a [REDACTED] Yes, but that is generally from the point of view of the Career Service of that officer when they say: This guy is worn out -- he is of no use to us, really, anymore -- let him go out early, because he's 51 and he can start another career in life -- and he has had his 60 months. So, we give it to him, we let him quit early. I mean, you are recognizing the fact that he is no longer of use when he is worn out.

25X1A9a [REDACTED]: I certainly don't agree to that as a factor, that a person would be of no use to the Agency. I can't think of anybody that is of no use to the Agency that we have acted on so far.

25X1A9a [REDACTED] And I'm sure that Dez FitzGerald writing a memo that he thinks it would be to the best interest of the Agency if she

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was out -- I mean, those are just words -- he didn't happen to use those words. I keep going back to "the skills and knowledge are unique to the clandestine activities of the Agency." I'm not in the Clandestine Services but, to me, this Bill was made for the Clandestine Service.

25X1A9a

[REDACTED]: Would you bring a secretary into that?
[REDACTED]: No, because I don't think her knowledge of clandestine activities falls within this--

25X1A9a

[REDACTED]: You tell me about the secretary. There are many secretaries that I think would, because while they are rated as a secretary they have spent their life doing all kinds of work. So, in answer to your question, if you will give me the name, the age, the grade of the secretary, and what she has been doing for the last 15 years, then I can tell you whether I think she would be eligible or not.

25X1A9a

[REDACTED]: Why do you think (c) was put into the Act at all? Don't you think it was to cover this?

25X1A9a

25X1A

[REDACTED]: This type of case? No. I think (c) was thrown in for, in effect, another [REDACTED] - it was a good tool that the Director could use himself when the person wasn't presenting himself for retirement -- the man was 51, had had the 60 months overseas, had 10 years with the Agency and 20 years in the Government -- so the Director says I want to get rid of this man and I want a young service, and therefore he comes forward and says, "I think you ought to retire" -- or this fellow himself steps forward -- he's 51 but he's got his 60 months overseas--

25X1A9a

[REDACTED]: If he has 60 months you don't need (c).
MR. ECHOLS: Let's say we definitely tried to keep a loophole in this thing for management purposes -- we didn't quite know--

MR. WARFIELD: Every time we get into one of these discussions I become more and more convinced that this wasn't a good Act--

MR. ECHOLS: It was the best we could get--

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MR. WARFIELD: I'm not denying that or saying anybody could have done any better -- but I don't think it's an adequate law.

25X1A9a

. . . . [REDACTED] joined the meeting at this point

MR. ECHOLS: Well, I would like to suggest that we

25X1A9a

table this case [REDACTED] today, and we will do a little more thinking about it, and perhaps individually see if we can't develop a series of factors that ought to be looked at in each case which might lead us to a proper decision, or a discriminating decision as against the other cases.

25X1A9a

[REDACTED] Well, could we agree on one thing, that looking at a case like this from two sides - that is, the welfare of the individual and the welfare of the Agency, can we agree that it's to the welfare of the individual that she be permitted to retire based on the evidence at hand?

MR. ECHOLS: Well, the only evidence I have is that she feels that this work is too enervating and it constitutes a severe impingement upon her own life. Whether this is true or not, I have no idea.

25X1A9a

[REDACTED] Well, I mean, what kind of evidence do you want on that?

MR. ECHOLS: Oh, on some similar cases there might be, for example, medical evidence that the person just isn't fully up to the work requirements.

MR. WARFIELD: I'd agree, Gerry, but where would it get us?

25X1A9a

[REDACTED] Then all we need to do is talk about the Agency half -- you eliminate the personal half of the thing. I mean,

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after all, if a person of unimpeachable integrity comes and tells me -- as she did tell me -- I don't say, "Look, chum, prove it." I think you accept it as a fact.

MR. WARFIELD: Sure. If somebody has applied for retirement you certainly assume -- you can't second-guess them whether it's to their own best interest or not.

MR. ECHOLS: What if the individual desires to get out of Government service with a substantial annuity and get started in some other field of work before he is kicked out at age 60 -- that is his only motivation, to get a head start. Is that adequate motivation?

MR. WARFIELD: I think so -- but that doesn't seem to be germane, to me --

25X1A9a

[REDACTED]: No, because that is one of the reasons for the early retirement, that a guy would get out early enough so he could have a second career. That is what they were talking about--

MR. ECHOLS: Right, if he meets that statutory

25X1A9a requirement of 60 months of qualifying duty.

[REDACTED] Not necessarily on his own motion, though -- I think that is the crux.

25X1A9a

[REDACTED] If he meets all the requirements he can apply for it, and I don't think this Board is going to turn him down--

MR. WARFIELD: I should hope not! I thought that was the name of the game.

MR. ECHOLS: It is if they meet the 60 months requirement. In this particular area the 60 months is fuzzy, because it isn't easily identified--

25X1A9a

[REDACTED] You see, this business of getting exhausted is what bothers me -- because what do you get exhausted from? - sitting at a desk pounding a typewriter, pushing intelligence reports, or are you getting exhausted, you're lacking in motivation, because you're

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just tired of performing clandestine operations the rest of your life.

MR. ECHOLS: Well, I'd like to suggest that we table this case today. I for one am going to try to develop some guidelines I would like to re-submit to the Board, hopefully by the next meeting--

MR. WARFIELD: How many times have we done this?

MR. ECHOLS: I don't know that we have -- have we?

(Continuing): -- in order to give us some basis for making a discriminating judgment on one case versus another. Unless the Board thinks we should entertain any case of someone who has been in the Clandestine Service.

25X1A9a

██████████ Emmett, I'm sorry I missed all of the discussion. I found this a most interesting type of case. I thought I understood the groundrules - you know, after those five cases in December, because I thought that if we really wanted to unload somebody, that here was the mechanism for doing it. This doesn't seem to follow that sort of groundrule at all. This is a case where the volition clearly lies with the individual. Therefore I am at a loss to know under what groundrule we are considering operating here. If we can make a case that it is for the good of the Agency that an individual be retired under this System, fine -- I think we could kind of look the other way on those cases we considered earlier. But this is not that case. The testimony is that she is almost indispensable, to the point of being recommended for an Award, and all that sort of thing. So this clearly is some other groundrule we are trying to find here, and I'm very much at a loss to see what it is. I don't think it's fair to all the other people who put in the same kind of activity here if an individual with this kind of a record can then be declared eligible under the System. I see no reason why the whole Agency personnel shouldn't come under the same sort of groundrule as this individual here. Everybody operates under the same handicaps, working against their will at times, working under conditions of secrecy,

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and so on, that they find hard to live with, but that alone doesn't seem to me to be a basis for qualification in this. So I find it very puzzling. And I'm sorry I missed the argumentation, because I'm sure the DD/P must have had some arguments to advance in favor of it. But on the record it's a very difficult thing for me to see.

25X1A9a [REDACTED] You know, I don't know whether this is worthwhile or not, but last weekend or the weekend before that I took home all of the unclassified stuff on this and I re-read the whole thing to try to find something that would permit us to hang our hats on on those five cases that we had. I'm sorry, I couldn't find a thing. Now I didn't have the executive session hearings, but I think it would be worthwhile for you to take a look at the executive hearings and see if there was anything said there. But I couldn't put my finger on anything to justify those five cases. But my conscience didn't bother me on those five cases simply because every one of them had had over 50 months and every one had spent their lives in the Clandestine Services and had been involved in guiding -- at least the ones I was familiar with -- in guiding operations of people abroad. So my conscience didn't bother me on that one. But then I thought to myself, "Well, the next case is going to be 40 months, and the next case 30 months, and then the next case 28 months" -- and, by God, we got one with 28 months here! Now I wouldn't care about

25X1A9a this if we could only have, as [REDACTED] has said, the guidelines set out for us so we can look at each case that comes down and feel we can make a decision.

MR. ECHOLS: On this score I do have a piece of information that came to my attention -- and it was supposed to be a direct quote -- given to me by Col. White from Mr. Helms. It was to the effect that he was not going to be bound by the absence of a few months of qualifying overseas service. Now, for what it's worth, what is a few months? 48 months is adequate? 50 months is adequate?

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28 months is adequate? I don't know. This is the only clue I have as to the Director's current thinking.

With regard to my own views on this subject -- because I've been silent, pretty much -- I have never been able to reconcile in my own mind the extending of this System to any individual beyond the really basic consideration that it was to the best interest of the Agency, as opposed to individuals' desires -- because I think once you go beyond this as the predominant factor, you have an unmanageable mess. That is my view at the moment.

25X1A9a [REDACTED] Gerry, are you suggesting there may be some medical, psychiatric, or other reasons--

25X1A9a [REDACTED] No medical or psychiatric reasons that I know of.

25X1A9a [REDACTED] She did come to you, though, to say she wanted out -- is that the idea?

25X1A9a [REDACTED] It wasn't just in those terms. I mean, we have been talking for an hour on this case, on this point. If we can't agree on anything we might as well quit.

MR. ECHOLS: Yes, let's table this case and do some more thinking about it -- and bring it up again -- okay?

25X1A9a [REDACTED] But if you close that up altogether -- I'm just thinking about your statement (indicating Mr. Echols) -- is this truly our guideline? that this Board is to sit here and concern itself only with --

MR. ECHOLS: What I was saying was my personal opinion, that I have never been able to bring myself beyond this point of thinking.

25X1A9a [REDACTED] I mean, I feel that we also have an obligation to good and faithful employees to give them every possible break.

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MR. ECHOLS: That is right, and that can be part of the consideration that this is to the best interest of the Agency. Certainly this Agency has a definite liability toward the welfare and health of its employees.

25X1A9a

[REDACTED] Including those that remain behind!

MR. ECHOLS: The next case is a request by Miss

25X1A9a

[REDACTED] that she be removed from the CIA Retirement System, notwithstanding the fact that she was only put into the System in December, 1965. She was in the field at the time and a message was sent to her advising her, first, of her eligibility to retire at age 62, and then in December she was advised of her eligibility for the System -- and the letter that goes out, as you may know, is very explicit in setting forth that the retirement age under the Agency System is 60 years of age -- and she accepted designation into the Agency System. Subsequently, she now comes in and says that she had not really understood that under the Agency System she would be expected to retire at age 60, and that her acceptance of the CIA System designation was an error on her part.

I would point out this. She now desires to work, of course, two additional years and retire under the Civil Service at age 62, as she had originally planned to do. There is no documentary evidence that an error was made or that she was not promptly informed in writing about what would happen, but I would point this out, that she was in the field but the advantages of the CIA Retirement System had (been talked about) for many, many months, as to the additional 3.75% and ... (inaudible)... But it seems to me that if she had sat down with a pencil and said, "Gee, if I work two more years that is \$20,000 more, and I automatically for each year of service get an additional 2% of high-5 -- so that is 4% -- and under the CIA System I'm only getting an advantage of 3.75% -- so it's clearly to my best interest, if I intend to keep on working, to stay under the Civil Service

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System." I would say for anyone who did not intend to possibly exercise the early retirement option, and who was close to age 60, shouldn't join the CIA System, because it's so clearly to their advantage to work a couple more years, both in terms of annuity and in salary. So I would say that sheer logic indicates that she indeed hadn't really thought it through and hadn't used a sharp pencil in figuring out what she was doing to herself by accepting participation in the CIA System.

25X1A9a [REDACTED] Could I ask what her grade is? I

25X1A9a gather from Mr. [REDACTED] concurrence that they would be happy to have her stay the additional two years.

MR. ECHOLS: She is a GS-13 -- and they are happy to have her stay--

MR. WARFIELD: And how much service does she have?

25X1A9a

[REDACTED] 20 years in August.

She's had 15 with the Agency? This

was an election she had?

MR. ECHOLS: Yes, and she chose the CIA System.

25X1A9a

[REDACTED] In the past I think we've taken the attitude

that come retirement a person could elect to retire under the system which provided them the most favorable circumstances. This girl now wants out, but come retirement is she going to say: Well, I want to go back in, because I qualify for the CIA System, because I've earned the right to choose the most favorable circumstances.

25X1A9a

[REDACTED] I think only when you've had over

30 years--

MR. ECHOLS: I think we have only said ... (inaudible)... under Civil Service. We didn't say freedom of choice. In the first place, if they wait until it's too late, before retirement, they couldn't qualify under Civil Service -- they would have to be in that system for at least one year, the last year of their Federal employment -- so they

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would have to make the option to go back to Civil Service at least a year before retirement.

25X1A9a

[REDACTED] I assume recent events haven't overtaken her. How do you plan implementing the new age 60 retirement? How are you going to phase this in? What transition period are you going to allow? She will be 60 in 1968.

MR. ECHOLS: That is pretty relevant here.

Incidentally, for everybody here, the new Agency policy on retirement age has been approved by Mr. Helms. I have it here today -- I just got it. And, as I told you before, 60/20 will be the uniform retirement age for all CIA employees, regardless of grade, regardless of retirement system. In phasing into this -- particularly with the drop from 60/30 to 60/20 -- we are providing a two year period of grace--

25X1A9a

[REDACTED] From what base?

MR. ECHOLS: From age 62 to 60--

25X1A9a

[REDACTED] No, I mean when does the two year period start?

MR. ECHOLS: From the time the new policy is announced.

25X1A9a

[REDACTED] Which might be the 1st of April, 1967 -- so that it could be, then, in this woman's case that she would go from 1 April 1967 to 1 April 1969. In any event, she wouldn't quite make it to '70. She is down to quibbling about one year. I wonder if she might want to reconsider, on the basis of one year, where she picks up only two points instead of four points. My only thought.

MR. ECHOLS: The policy paper -- I wasn't quite accurate -- it does specifically provide a two-year grace period, but then in exceptional cases it contemplates further extension -- otherwise you might get someone in the middle of a tour, for example.

25X1A9a

[REDACTED] I don't know what the facts are -- I just

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wondered whether it would change it for her.

MR. WARFIELD: Well, I would recommend favorable consideration of this request, with the condition that she clearly understand that she cannot reenter the CIA System, and with the understanding that under the new policy that even given the two-year grace period she would be expected to retire in January of 1969--

25X1A9a [REDACTED] I don't know -- maybe they will want to request a further extension.

MR. ECHOLS: At least she should be advised what the new policy is and exactly what it means.

25X1A9a [REDACTED]: Is she in the field now?

MR. ECHOLS: Yes, and I believe she will be there until 4 May 1967.

25X1A9a [REDACTED] What is her total Federal service?
[REDACTED]: 19 and a half now, as far as I know.
[REDACTED] I'd like to make it clear that I couldn't agree more that she should not be held to this mistake, that she should be given this privilege, only that it now means she retires in 1969 ... (inaudible) ... the Clandestine Services request the additional extension until 1970.

MR. ECHOLS: Is it agreed, then, that we will offer her a new option--

25X1A9a [REDACTED]: Could we discuss this a second more? I've just been thinking here -- I mean, I'm torn on this case between the business of people shifting from one system to another, for whatever reason, but at the same time I can well realize that getting this in the field the full significance of it had maybe just not dawned on her -- and I'm influenced to some extent in this case because I've just been looking at the papers that some of the other agencies send out on this type of thing, and it's in great detail and sets forth all sorts of calculations for people so that they know what their retirement returns are, and so on. But we

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didn't have time to do that. So, as I say, I'm torn. But at the same time, there are two courses of action. We can put her back into the Civil Service System in order that she might have two years, more or less, to serve, or we can say to her: "Look, if you want to apply for an extension we will recommend that to the Director" -- and leave her in the CIA System. This latter course of action doesn't appear in these papers at all, but it just occurred to me now, sitting here, that it might be a desirable alternative.

MR. WARFIELD: I think it sounds much better.

25X1A9a [REDACTED] A one-year extension under Civil Service would even this thing out--

MR. ECHOLS: Should we get an indication from her Career Service that they would like to keep her another year--

25X1A9a [REDACTED] Yes, we should.

MR. ECHOLS: And approval^{of the Director} before we go to her? Otherwise it's an iffy thing -- she might get it, and she might not.

25X1A9a [REDACTED] I would like to bring this case forward again -- submit it to the Career Service Board and see if they are willing to recommend an extension under the CIA System, and, if so, then I think it would be better to go forward on that basis.

25X1A9a [REDACTED] What is our batting average with the Director? Has he overruled recommendations?

MR. ECHOLS: Well, to date I think extensions in every case have been justified on the basis of a strong need for the individuals' services. Indeed, I think the law requires that.

MR. WARFIELD: And Congressional interest.

MR. ECHOLS: And Congressional interest.

So I don't know how the Director would respond to this.

25X1A9a [REDACTED] What would be the justification for

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an extension of this individual under the CIA Retirement System?

MR. ECHOLS: I think the justification would have to be that she has earned her participation in the CIA System and there is a need for her services -- a sound use for her services, if it isn't a demanding requirement.

25X1A9a [REDACTED]: In the public interest.
[REDACTED] To carry her beyond 1969? I can understand until January, 1969, but I don't understand why beyond that -- and that is the two year period of grace if she stayed under this System.

MR. WARFIELD: If she stayed under the CIA Act that period of grace is not applicable.

MR. ECHOLS: Assuming we get this policy announced publicly within the next month, by 1 April, then the two-year grace period would take us up to April, 1969. And to go beyond that point, I don't know how you would justify it.

25X1A9a [REDACTED] That is under the Civil Service -- because it doesn't have any applicability under the CIA System.

25X1A9a [REDACTED] I thought Emmett said regardless of which system--

25X1A9a [REDACTED] Under the CIA System the mandatory retirement age is 60, unless the Director extends it.

MR. WARFIELD: And Gerry doesn't know whether the Division thinks she is so valuable they would want to hang on to her.

25X1A9a [REDACTED] There is a cable here which went to [REDACTED] 25X1A [REDACTED] which says "it is unlikely we can justify extension" --

25X1A9a [REDACTED] In the meantime there has been another development, which you don't have there, and that is they are so hungry for people with her qualifications in Vietnam that they also want her out there. So just let me take this case back--

MR. ECHOLS: All right, then, will you take that back

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and look into the requirement for her services for an extended period?

25X1A9a

[REDACTED] I will indeed.

25X1A9a

MR. ECHOLS: Now, we have a request for the extension

of Mr. [REDACTED]

Would you first explain about the merger

of the two Boards?

MR. ECHOLS: Regulations have been approved and are up with the Regulations Staff which abolish the old CIA Retirement Board, whose sole function, really, was to handle compassionate cases -- of which there are, in a year's time, maybe eight or ten -- and this Board has been asked and the new Regulations prescribe that this Board will handle Civil Service compassionate extension cases.

25X1A9a

Now, the case of Mr. [REDACTED]

25X1A9a

[REDACTED] I move the extension.

What are we moving? - how long?

The recommendation is for six months.

MR. ECHOLS: The request is apparently influenced by the fact that his present employing Division says they can only keep him busy for a period not to exceed six months.

25X1A9a

[REDACTED] Usually in these cases that doesn't mean that you have conclusively decided he will be separated out. They usually come up again, if they haven't had any luck--

MR. ECHOLS: You serve on the other Board--

25X1A9a

[REDACTED] Yes, I'm on the other Board. It's been an informal proceeding -- we never have a meeting -- they circulate a case like this and you write out your own recommendation, and it goes back, and then pretty soon -- presumably on the basis of consensus -- you find out what happened.

MR. ECHOLS: Do you know why they recommended the six months, Mike?

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25X1A9a

[REDACTED] They think it's a hardship case, and they feel sorry for the fellow, but the reason they haven't recommended beyond six months is that he is not a top-notch employee.

25X1A9a

[REDACTED] I think if you do it for more it would take some of the pressure off in terms of trying to relocate.

25X1A9a

[REDACTED] I'd like to amend the motion that was made that this man work on his own to try to get employment on the outside, as well as with the outplacement office, and that he report to the Secretary of this Board what steps he has taken on his own to try to obtain employment on the outside.

MR. WARFIELD: That makes sense. And it wouldn't have to be much to restore his salary, with a \$2700 annuity. If he got \$4,000 -- which is not very difficult to get--

25X1A9a

[REDACTED] I'm just curious -- because the poor guy seems to have an almost impossible situation -- but is this full annuity on the basis of his having paid back the thousand dollars?

MR. ECHOLS: I don't know. His years of service, of course, are creditable, even though --

25X1A9a

[REDACTED] You're going to have this case back in your lap every six months thereafter.

25X1A9a

[REDACTED] You feel like recommending something be withheld from his salary, or something. He's nowhere if he doesn't pay back that thousand dollars.

25X1A9a

[REDACTED] When the policy was first enunciated this fellow was given notification that at age 62 he would have to leave. So they started giving the 5-year notices when he was 57. Now, he had that notice, but what efforts he has made on the outside, I don't know. But as the date approached supposedly for his becoming 62 he went down south someplace and came up with a certificate saying he was only 60, and therefore could he extend for two more years -- and he went before

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the proper authorities and they said, "We accept this baptismal record" or whatever it was, and so they gave him two more years.

Now he has had six or seven years in which to find something on the outside. Now, based on the amount of money here, there's no doubt it's a hardship case. My only question is whether he has, in good faith, tried to get something on the outside.

MR. ECHOLS: He has been with the Agency since 30 November 1951, and his service computation date goes back to August 1943, so he has 24 years of creditable Government service. I would speculate that the annuity was based on his paid in period of service. Perhaps it can be increased if he can repay that thousand dollars.

25X1A9a [REDACTED] It looks awfully low.

MR. ECHOLS: His current salary is \$6,739.00.

25X1A9a [REDACTED] Paragraph 5 says "see attachment".

Is the attachment what we have here?

25X1A9a [REDACTED] It refers to three things, the request for deferment, his biographic profile, and his latest Fitness Report.

. . . . Mr. Echols then read the ratings on

25X1A9a Mr. [REDACTED] latest Fitness Report

MR. WARFIELD: Mike, has outplacement helped at all?

25X1A9a [REDACTED]: I don't know.

MR. WARFIELD: I assume they wouldn't have any

trouble getting this fellow a job at \$4,000 a year.

25X1A9a [REDACTED] He has this \$1,000 indebtedness -- it would seem to me that even in six months he should be able to save enough to pay back that thousand dollars. But this is sort of Ben

25X1A9a [REDACTED] job to counsel him -- and he probably has.

25X1A9a [REDACTED] I think that if he had tried to get a

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job in the past six or seven years -- and he has had notification of the fact that under the Agency policy he was going to have to retire-- He could have done better -- he could have gotten a job that would pay him almost as much as he's getting now, and then plus his annuity and he would end up getting more money.

MR. ECHOLS: Mike, is your motion still before the Board, or has it been withdrawn?

25X1A9a [REDACTED] No, it's still before the Board. I'd like to see him report back to this Board what steps he is actually taking now -- not just someone telling him that he is to seek outside employment on his own -- that he is to report back to the Board what steps he has taken on his own.

MR. ECHOLS: Is there a second?

25X1A9a [REDACTED] Second.

. . . . This motion was then passed

MR. ECHOLS: I have one little new item here. I've already discussed the age retirement policy, but the other thing is that it has been proposed in the interest of uniformity of standards throughout the Agency, and to ensure that the CIA System does not appear to any disadvantage to the Civil Service System, that all extensions under either retirement system be processed through the CIA Retirement Board -- which is us -- and that all extensions be approved by the Director - whereas now they are approved by the Deputy Directors.

25X1A9a [REDACTED] Who has made that suggestion?

MR. ECHOLS: The Executive Director has made it and I believe is preparing a memorandum addressed to this Board requesting the Board to review the proposal and see what merits it may have.

25X1A9a [REDACTED] I think this goes too far in second-guessing

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the Deputy Directors, myself.

MR. ECHOLS: Well, it was pointed out that under the CIA System the Deputy Directors have no discretion in extending beyond 60 --

25X1A9a [REDACTED] That is right, but I think if the law were being rewritten that would change.

MR. ECHOLS: Well, you are forewarned.

25X1A9a [REDACTED] It does have the merit of perhaps a more uniform application of groundrules.

25X1A9a [REDACTED] Well, in the interest of uniformity you could have the Director arranging the furniture pretty quick--

MR. ECHOLS: Obviously, under the CIA System come age 60 you're out unless the Director extends you, while under the Civil Service any DD can extend you, which might make it appear, in the minds of many people - "Gee, I don't want to get into the CIA System -- my chances of staying on are better if I remain with Civil Service" -- and this is a possible problem area as far as downgrading our own CIA Retirement System.

25X1A9a [REDACTED] What you have just said, then, to have any standard of uniformity all decisions have to be made in exactly the same place, that you can't have a policy and let it be administered by various elements.

MR. ECHOLS: Is there any reason why the standards for extension should be any different under one system than under the other, Gerry?

25X1A9a [REDACTED] The difficulty here is that you have two different retirement systems and they don't apply uniformly to all parts of the Agency -- and yet I think it's to the interest of the Agency that one group try to weigh the equities.

MR. WARFIELD: There is a good reason why you

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should have them uniform. One is a matter of law and the other is not a matter of law. Under the CIA System it's a matter of law, and under the Civil Service it's 70.

25X1A

MR. ECHOLS: Just for your information, [REDACTED]

annuity computation assumes repayment of the thousand dollars.

25X1A9a

[REDACTED] A thousand dollars represents a good bit of annuity. I hope he is getting counsel.

MR. ECHOLS: Okay. Shall we adjourn?

MR. WARFIELD: I move we adjourn.

. . . . The meeting adjourned at 3:45 p.m.

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